

STATUTE

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The Statute of the Standing Committee of European Central Bank Unions

1. DEFINITIONS

1.1. The Standing Committee of European central bank unions

The Standing Committee of European central bank unions (SCECBU) is composed of the union organisations representing European central bank staff.

1.2. Union organisations

These include any trade union or staff association that subscribes to democratic values and recognises the European Convention on Human Rights and its annexes as well as the Charter of Fundamental Rights of the European Union. These documents are enclosed with this Statute.

Any union or staff association, recognised as such under national law, convention or national or European tradition, with elected delegates within the European central banks, shall be considered representative.

1.3. European central banks

The national central banks (NCBs) of the Member States of the European Union and the European Central Bank (ECB).

1.4. Delegations

The delegation of a European central bank shall consist of the representatives of union organisations representing the staff, delegated by them to the SCECBU.

2. GENERAL OBJECTIVES

The general objectives of the SCECBU shall be:

2.1. To protect and further the interests, the working and living conditions as well as the welfare of the staff of the European central banks, in particular, to protect the employees' right to work and to improve their terms and conditions of employment, as well as their safety.

2.2. The Congress will actively promote equality of gender, diversity and respect for a balance of cultural differences in all the bodies of SCECBU.

2.3. With the support of the member union organisations, to further the aspirations of the staff to extend their influence and to participate in the balanced development of activities. For this purpose to promote the deepening and development of social dialogue with the representatives of the ESCB and the SSM.

2.4. To support, at their request, the member union organisations in the negotiating of any issue of common interest that arises between the union organisations and the Board or the Management. The request for support must be done by a two-third majority of a European central bank's delegation (in conformity with the quota distribution).

2.5. To negotiate with the Board or the Management of the institutions listed in article 1.3. every matter listed in article 5. of this Statute.

2.6 To support the member union organisations and to intervene on their request.

3. MEMBERSHIPS AND EXCLUSION

3.1. The Executive Bureau is in charge of examining beforehand any request for membership, association and observer status from union organisations that satisfy the conditions laid down in article 1.2, or of introducing any demand for suspension, exclusion or readmission. Requests for membership, association and observer status must be made in writing.

3.2. Membership may be given by the Congress or the Executive Committee to all union organisations that satisfy the definitions laid down in articles 1.2. and 1.3.

3.3. Associate membership may be given by the Congress or the Executive Committee to the union organisations from central banks of the countries for which the European Union has accepted to start the negotiating process, on condition that they satisfy the definitions laid down in article 1.2. Associated union organisations can participate in the debates in SCECBU meetings.

3.4. Observer status may be given by the Congress or the Executive Committee to union organisations from central banks of countries which have special links with the European Union, on condition that they satisfy the definitions laid down in article 1.2. Observer union organisations may participate in SCECBU meetings.

3.5. Membership, association and observer status shall be decided by the Congress or the Executive Committee with the absolute majority vote based on mandates laid down in article 4.3.2.

3.6. Union organisations shall pay an annual fee, fixed by the Congress or the Executive Committee, based on their membership figures. Union organisations with more than 3,000 members may ask to limit their fee calculated on 3,000 members. Annual fees shall be settled by the 31st December of the financial year.

The Executive Bureau can decide to propose suspension of union organisations that do not comply with this rule to the Executive Committee or the Congress.

3.7. Member union organisations must be current on their dues by the time of the Congress (5 consecutive annual dues prior to the Congress), with the exception of new union organisations joining during the mandate.

Non-compliance will automatically result in a proposal for suspension by the Executive Bureau.

A union organisation proposed for suspension will not be allowed to present a candidacy for the Executive Bureau or for the Board of Statutory Auditors.

3.8. In exceptional circumstances (i.e. small union organisations, union organisations lacking the financial means, etc.) a union organisation may apply for deferment of payment of part or all of its annual fee. The application shall be accompanied by grounds for exemption and a summary of the financial situation.

The Executive Bureau shall evaluate if payment of the membership fee is not feasible given the financial situation and if the grounds for exemption are acceptable.

3.9. The Executive Bureau shall propose the immediate exclusion to the Executive Committee or the Congress of union organisations that are not willing to pay their membership fee.

3.10. The associate and observer membership shall pay a contribution equivalent to the rules defined for full members. No further rights derive from this.

3.11. Money received from other sides (i.e. private persons, legal entities, etc.) are considered as donation as well and will not lead to any right whatsoever.

3.12. On a proposal from the Executive Bureau, any union organisation no longer respecting democratic values, acting against the general objectives and the Statute of SCECBU, preventing it to work properly, or stopping its participation in the SCECBU's activities and failing to pay its fees, may be suspended from the SCECBU by the Executive Committee or the Congress, with a two-third majority vote, until the next Executive Committee or Congress, to which the Executive Bureau will either propose the lifting of the suspension or the exclusion. Members of the Executive Bureau or the Board of Statutory Auditors lose their mandate if their union organisation is suspended.

The suspended union organisations don't have the right to vote until the decision on exclusion or lifting of the suspension. The decision on lifting of the suspension will be taken by a 2/3 majority vote.

Conditions for readmission are laid down in art. 3.13.

3.13. On a proposal of the Executive Bureau, the Executive Committee or the Congress shall decide on any exclusion or readmission. Votes relating to exclusions and readmissions shall be carried out by 3/4 of the mandates exercised.

4. BODIES OF THE SCECBU

4.1. Congress

The Congress consists of the representatives who have been delegated by their union organisations to the SCECBU.

On a proposal of the Executive Bureau, the Congress approves its internal regulations.

It sets out the SCECBU's objectives and the General Guidelines until the next Congress.

The ordinary Congress meets once every five years at least and every three years at the utmost.

An extraordinary Congress may be held at the written and explicit request of one of the delegations which are full members of the SCECBU, addressed to the President, and provided that this request has been approved by 2/3 of the mandates (in accordance with the quota distribution).

The place and date of the Congress shall be determined by the Executive Committee.

4.2. Executive Committee

The Executive Committee consists of the representatives who have been delegated by their union organisations to the SCECBU.

The Executive Committee shall be responsible for developing and implementing the objectives and the General Guidelines of the Congress, and shall also examine any issue relating to the SCECBU's general objectives, as set out in point 2. of this Statute.

The Executive Committee meets at least once a year. Subject to the approval by the absolute majority of the delegations which are full members, extraordinary meetings may be held on a

proposal from the Executive Bureau or at the written and explicit request of one of the SCECBU members, addressed to the President.

Members of the Executive Committee shall be informed by the President of the proposed place and date of a meeting at least three months in advance. A meeting may be held within less than 3 months' notice, provided that all the delegations which are full members agree by absolute majority.

4.3. Provisions common to the Congress and the Executive Committee

4.3.1. General provisions

The Executive Bureau members and experts are outside the delegation as defined in article 1.4.

Representatives shall be members of the staff of the represented central bank, as defined under 1.3. and each one can represent one or more than one union organisation. On a justified proposal from the Executive Bureau, the Congress or the Executive Committee may allow an exception to this rule, notably, when required by the European legislation or the national legislation of some Member States of the European Union.

Working groups may be set up or an enlarged bureau convened to study and to discuss specific matters. They shall report to the Congress or the Executive Committee.

The quorum for the meetings of the Congress and the Executive Committee shall be at least 50% of all delegations which are full members.

The place of meetings shall be agreed by the Executive Committee but shall normally be in rotation between member delegations. In principle, the Congress or the Executive Committee shall decide the place of the next meeting at the end of each meeting.

Minutes shall be taken of all meetings of the Congress and the Executive Committee and shall be sent in due time by e-mail, or any other mean of communication and before the next meeting of the Congress or the Executive Committee, whichever is earlier. Except in the case of fundamental remarks made within one month, the minutes will be considered approved after being sent.

4.3.2. Voting

All voting, except in point 4.4, in both the Congress and the Executive Committee shall be on the basis of the following mandates⁽¹⁾:

Staff members in European Central Banks	Mandates
0 - 500	25
501 - 1000	30
1001 - 1500	40
1501 - 2000	50
2001 - 3000	60
3001 - 5000	70
5001 - 7000	80
7001 - 9000	90
9001 - 11000	100
11001 - 13000	110
13001 - 15000	120
15001 or more	130

⁽¹⁾ The number of employees taken into account is fixed on 31 December of the previous year, for which data are available.

At every meeting of the Executive Committee or of the Congress, the mandates allocated to the European central banks will be updated according to the table above.

The dividing up of these mandates belongs to the competence of each delegation, which shall communicate it to the Secretariat, before the meetings of the Congress and of the Executive Committee start.

Decisions and recommendations of the Congress and the Executive Committee shall be carried by the absolute majority of the mandates exercised, unless another majority is specified, and the absolute majority of the delegations represented.

However, when a union organisation deems that its own interests are seriously threatened by any proposal, being put to the vote, it has the right to put a suspense veto on such a proposal. In this case, it shall inform the President, who may use his/her right to initiate, either to submit a counter-proposal or to set up an ad hoc working group, before putting the proposal to the vote. Once expressed, the veto may be lifted only if the proposal is approved by 2/3 of the mandates exercised.

4.4. Executive Bureau

It prepares and reports on the ESCB and SSM Social Dialogue meetings and working groups and informs member union organisations on a regular basis.

4.4.1. Tasks

The Executive Bureau is, among other things, in charge of implementing the decisions taken by the Congress and the Executive Committee. The Executive Bureau follows the objectives and the General Guidelines of the Congress and the directives of the Executive Committee.

It meets, without fixed regularity, when it is judged useful, on the initiative of the President or one of its members.

On the occasion of research or activities initiated by the Congress or the Executive Committee, the Executive Bureau may appeal for punctual contribution from representatives of the SCECBU members.

The Executive Bureau shall also examine any contributions proposed by one or several representatives of the SCECBU members.

The Executive Bureau is in charge of conducting the negotiations under the conditions laid down in article 5.4. below.

4.4.2. Constitution

The Executive Bureau shall consist of the President, two Vice-Presidents, the Secretary and six other members.

The President and the Secretary are responsible for the general functioning of the SCECBU. They will provide a permanent Secretariat for the SCECBU, in so far as they have the means at their disposal.

At the meetings that he/she chairs or where he/she represents the SCECBU, the President shall adopt a conciliatory attitude without losing his right to express his opinion.

The Secretary manages the Secretariat.

The President and the Vice-Presidents cannot be from the same country.

The Treasurer shall be a member of the Executive Bureau and he/she will be elected by the Executive Bureau itself. The President, the Secretary and the Vice-Presidents cannot be elected as Treasurer.

4.4.3. Elections

Elections are organised by an Elections Committee. It shall consist of three members appointed by the Executive Bureau.

The members of the Executive Bureau cannot be members of the Elections Committee. The members of the Elections Committee cannot be candidates.

The Elections Committee is in charge of the entire procedure, from the call for applications to the announcement of the results.

The members of the Executive Bureau shall be elected by the Congress, by the absolute majority of the votes cast, each delegation having one vote. The vote could be held into two tours. The first tour elects the candidates by absolute majority and, where appropriate, the second tour elects the candidates by simple majority.

The ballot is secret.

They shall keep the duties until the next Congress and shall be eligible for re-election. In the event of vacancy, the Executive Committee shall elect a successor, under the same procedure, at the first meeting following the vacancy.

4.5. Board of Statutory Auditors

4.5.1. The Congress elects two Auditors, with the same vote system carried out for the members of the Executive Bureau.

4.5.2. The Auditors report to the Executive Committee and to the Congress on the balance sheets and on the respect of the financial provisions laid down in this Statute. The Auditors' activities must be carried out in accordance with the rules adopted by the Executive Committee or the Congress.

4.6. Provisions common to all SCECBU bodies

The official languages of all SCECBU bodies shall be those of the European Union. Documents shall normally be in English. Delegations shall see to the translations into their national language. Meetings will normally be conducted in English. The organising delegation may provide simultaneous translation in the languages chosen by itself.

5. NEGOTIATIONS

Negotiations, which may be conducted on behalf of the SCECBU with the Board or the Management of a European central bank, as defined under point 1.3. or with the Board or the Management of any institution or body established in accordance with the European Union legislation, shall according to the case focus on:

5.1. Statutory provisions relating to the staff of the central banks or the institutions and bodies established in accordance with the European Union legislation.

5.2. Any issue covered by articles 2.3. and 2.5., provided that the request has been made by the union organisations concerned and has been approved by the absolute majority of the mandates exercised.

5.3. Any issue covered by articles 2.1. and 2.2., if the mandate to conduct the negotiations is carried by the absolute majority of the mandates exercised.

5.4. Negotiations shall be conducted by the Executive Bureau, unless the Executive Committee decides otherwise. If, however, the conditions laid down in paragraphs 5.2. and 5.3. of this article cannot be observed because of the urgency of a situation that is in accordance with the objects and negotiations stipulated by the Statute, the President may, exceptionally, if the Executive Bureau agrees, take the initiative in intervening, provided that each member of the SCECBU is immediately informed.

6. RELATIONS BETWEEN THE SCECBU AND OTHER INTERNATIONAL TRADE UNION BODIES

Respecting the autonomy of each union organisation, the SCECBU is in favour of an open, cordial and reciprocal collaboration with other international trade union bodies.

7. AMENDMENTS OF THE STATUTE

This Statute may only be modified by the Congress by decisions taken by a two-third majority of the mandates exercised. (See article 4.3.2.).

Amendments shall enter into force upon approval, unless otherwise stated by the Congress.

Obs. Absolute majority meaning half of the mandates plus one.